

SIDE LETTER BETWEEN CVEA AND CITY MANAGEMENT REGARDING **PSO 41**
WORK SCHEDULE AND REST & RECOVERY2008 JUL 21 PM 2:41
HUMAN RESOURCES DEPT.**12-hour Shifts**

CVEA recognizes that, because of the City's fiscal crisis, two Police Services Officer (PSO) positions were eliminated. To ensure the safety of jail personnel and maintain adequate staffing, a modification from 10-hour shifts to 12-hour shifts was necessary. After a meeting between representatives from CVEA and City management, the decision was made to modify the hours accordingly. The City acknowledges that CVEA is opposed to the modification, and in recognition thereof agrees that the change will initially be for a 12-month period only. At the end of this period, the City agrees to meet with CVEA and discuss either a continuation of the 12-hour schedule or the replacement of the two PSO positions eliminated, depending on the City's fiscal state

Rest and Recovery

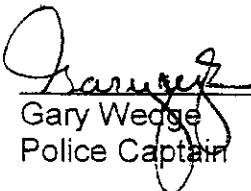
It is the purpose and intent to provide guidelines to employees and their supervisors to ensure Police Service Officers receive an adequate rest period between work shifts in order to perform their work duties in a safe and efficient manner. This intent is a "work in progress" and may be modified at any time upon mutual consent of the City and CVEA.

It is the intent of the City and CVEA to allow for a minimum of seven (7) total hours for rest and recovery during any given 24-hour period.

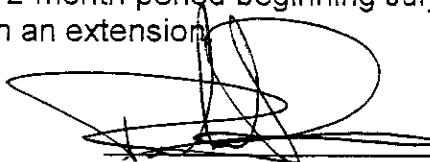
After a P.S.O. has worked sixteen (16) paid hours in any given 24-hour period, the employee has the option to take a minimum of seven (7) consecutive hours off for rest and recovery prior to returning for work or call back. If any portion of the required rest period extends into the employee's normal work shift, then the City will pay, hour-for-hour up to a maximum of four (4) hours, that portion of the rest period extending into the employee's normal work shift.

Duration of Agreement


This side letter shall be in effect for the 12-month period beginning July 18, 2008, unless CVEA and City Management agree upon an extension.




Gary Wedge
Police Captain7/23/08

Date

Richard Preuss
Vice-President, CVEA07/23/08

Date

Marcia Raskin
Director of H.R.7/28/08

Date

Terry Strauwald
President, CVEA7/29/08

Date